



THE COMMUNICATOR

Volume 13, Issue 4,
October, 2015

Grant County Employee Newsletter

In this quarter's issue

Flu Vaccinations
Flex balance
Open Enrollment

Health Insurance
Dementia Awareness
Voter ID
Dana's Desktop

Service Anniversaries
Retirement Recognition
Word Find

Flu Vaccinations It's that time of the year again

Can you get a flu shot at the County's Health Department?

The Grant County Health Department is offering flu shots to county employees and dependents that are members of the County's employee health insurance plans. Dean and Medical Associates Health Plans will pay for these shots. Bring your insurance card with you to any of their clinics or office when you receive your shot.

Grant County Employee Influenza Shot Clinics

Orchard Manor; October 8th from 1 p.m. to 3 p.m.

Unified Community Services; October 13th from 8:30 a.m. to 9:00 a.m.

Highway Dept; October 20th from 2:30 p.m. to 3:30 p.m.

Orchard Manor; October 21st from 9 a.m. to 11 a.m.

Social Services; November 4th from 11:30 a.m. to 12:30 p.m.

Health Dept; Any weekday; 8:30am to 12:00pm; 1:00pm to 4:00pm

The complete schedule for immunizations can be found on the county website at www.co.grant.wi.gov (click on Health Department).

What does it cost?

Medical Associates Health Insurance: Covered in full; No deductible; No prescription drug co-pay. The Grant County Health Department will bill Medical Associates insurance for Grant County's group health insurance members.

Dean Health Insurance: Flu shots are covered in full as preventive if they are done in the office at a plan provider. The Grant County Health Department will bill Dean insurance for Grant County's group health insurance members. If members use another plan pharmacy that does not submit the claims for them, Dean will reimburse the flu shot cost up to \$27 upon the member submitting a flu shot claim form.

***Flu shots and good hand washing are two
of the best ways to prevent illness!***



Do you have money left in your flex account?

Remember with healthcare and daycare flex you USE IT OR LOSE IT. You must request reimbursement before March 31st, 2016 for your 2015 healthcare and daycare flex election balances. Contact EBC or the County's Personnel Office if you have questions.

EBC: (800)346-2126 or www.ebcflex.com
Grant County Personnel: (608)723-2540 or dmergen@co.grant.wi.gov

Open Enrollment (November)

The County's Annual Open Enrollment period for insurance, flex, and AFLAC changes will be November 2nd through November 30th. All changes will be effective January 1st. Please watch for a special Open Enrollment edition of The Communicator that will be sent to you during the latter part of October and will contain all the information you will need during Open Enrollment.

Grant County's Health Insurance (2016)

Changes effective January 1, 2016

- Premium decreasing
- Deductible increasing to \$5,000/\$10,000
(Employee share of deductible remains \$500/\$1,000)

Monthly Cost (Premium) for Full-Time Employees:



DEAN HEALTH INSURANCE (8.2% less than 2015)

	TOTAL COST	COUNTY SHARE *	EMPLOYEE SHARE *	PRE-TAX SEMI-MONTHLY DEDUCTION*
SINGLE	530.50	503.96	26.54	13.27
FAMILY	1326.25	1127.31	198.94	99.47
EMPLOYEE/SPOUSE	1114.05	946.93	167.12	83.56
EMPLOYEE/CHILD(REN)	1007.95	856.75	151.20	75.60

MEDICAL ASSOCIATES HEALTH INSURANCE (11.74% less than 2015)

	TOTAL COST	COUNTY SHARE *	EMPLOYEE SHARE *	PRE-TAX SEMI-MONTHLY DEDUCTION*
SINGLE	525.00	498.74	26.26	13.13
FAMILY	1218.00	1035.30	182.70	91.35
EMPLOYEE/SPOUSE	1102.52	937.14	165.38	82.69
EMPLOYEE/CHILD(REN)	944.99	803.23	141.76	70.88

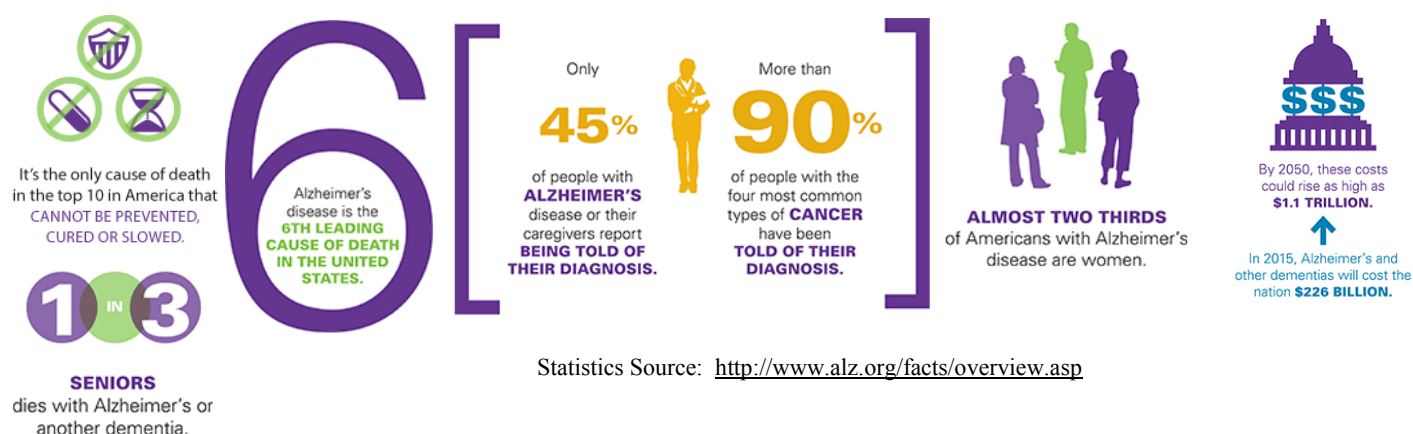
**Note: County and Employee shares of health insurance are pro-rated for regular part-time employees.*

Dementia Awareness

Dementia is not a disease. Dementia is a term given to a group of symptoms from certain diseases which affect the brain. Alzheimer's disease is the most common cause of dementia.

A diagnosis of dementia is often devastating to the person concerned. Other serious diseases, such as cancers, offer hope, however small, of treatment success. The symptoms of dementia are progressive and on an unknown time scale (*which can be hard for people with dementia to accept*). It could be months or many years before the symptoms become advanced. On a positive note, many people with dementia can live full lives with little or no assistance. Living in the present, doing the fun things now which were planned for later in life, is a strategy which helps some people cope with this condition.

Source: <http://www.whathealth.com/awareness/event/dementiaawarenessweek.html>



Grant County employees and board members attended the Dementia Friendly Community In-Service Training presented by Whitney Thompson, Green County Human Services, on August 14th. Information was provided on communicating with people with dementia related limitations. The training (and getting others trained as well as initiating and expanding Dementia Friendly Communities (DFC) and businesses in Grant County) are part of the activities the Grant County Health Department is working on for our Community Health Improvement Plan in collaboration with the Aging and Disability Resource Center (ADRC), Grant Regional Health Care (GRHC), and other partners.



Source: Jeff Kindrai, Director, Grant County Health Department

BRING IT TO THE BALLOT

Smile Please – Photo ID now required

Most Wisconsin voters will need to show an acceptable photo ID to vote. **It's the law.** The next scheduled primary if needed, will be February 16, 2016. There will be the Presidential Preference Primary and the Spring Election on April 5, 2016.

There is no special "Voter ID" card.

There are many forms of Photo ID, which you already have, that can be used to vote.

If you are a registered voter you will need to show one of the following to receive a ballot:

- A Wisconsin DOT-issued driver license, even if driving privileges are revoked or suspended
- A Wisconsin DOT-issued identification card
- Military ID card issued by the U.S. Uniformed Services
- A U.S. passport book or card

The following photo IDs are also acceptable for voting purposes:

- A certification or naturalization (that has been issued no earlier than two years before the date of the election)
- An identification card issued by a federally recognized Indian tribe in Wisconsin
- A driver license receipt issued by Wisconsin DOT (valid for 45 days from the date issued)
- An identification card receipt issued by Wisconsin DOT (valid for 45 days from the date issued)
- A photo identification card issued by a Wisconsin accredited university, college, or technical college that contains the following: date the card was issued, signature of student and expiration date no later than two years after date of issuance. The university or college ID must be accompanied by a separate document that proves enrollment, such as a tuition fee receipt, enrollment verification letter, or class schedule.

An acceptable Photo ID for voting does not have to include a current address.

If you are eligible to vote but do not have Wisconsin driver license or ID card, you may obtain a free ID for purposes of voting from the DMV. I recommend you apply for the ID as soon as possible. You do not receive the ID immediately; it will be sent to you in the mail. Contact the Department of Motor Vehicles service center for more information on obtaining a free ID for voting.

Phone (608) 264-7447 or on-line at <http://wisconsindot.gov>

Linda K. Gebhard, Grant County Clerk 608-723-2675



Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045 or jroling@co.grant.wi.gov.

Dana's Desktop

by Dana C. Andrews, IT Technician



Yahoo labs in conjunction with University of Southern California [USC] (funding provided by DARPA) recently conducted a large study of email/mailbox behavior. Specifically the researchers quantified the replying metrics in conversation pairs (dyadic interactions) between various demographics of users. Translation: they looked at how different groupings of people reply to emails. What was unique is this was done on a sample size of over 2 million users exchanging 16 billion emails over several months (making this the largest email study ever conducted). Their goal was to see how a variety of factors affected response time and length in emails. As stated in their paper, “While email accounts for a considerable portion of interpersonal communication, emailing behavior is not well understood.” They also briefly touched on “Email Overload”.

Somewhat surprising they found that while men and women have different strategies for communicating with each other, the difference really is *slight*. In fact, while the study concedes that being male or female might affect **how** you email, there wasn't a huge difference between the methods of emailing. The bigger difference found was tied to age. Here is a small sample of what the researchers discovered:

- Women tended to be a tad more verbose: Women had a median length of 30 words and a median response of 24 minutes.
- Men sent slightly quicker and shorter replies than women: Men had a median length of 28 words and a median response of 28 minutes.
- People replied faster to emails during weekdays and working hours; replies were shorter later in the day, as well as on weekends.
- Younger demographics sent quicker: Teens responded within a median of 13 minutes, young adults took 16, and mature adults, aged 51 and over, sometimes took upward of 47 minutes to reply.
- Older demographics sent longer replies: Teens had a median reply length of 17 words, young adults had 31, and mature adults had 40.
- Younger demographics handled email overload better: Older users replied to a smaller fraction of incoming emails, while younger users replied quicker and to a higher fraction.
- The social nature of the message is a stronger motivation to reply than the “importance” of the message.
- All users tended to reply to about only a third of the messages in their inbox.

The study also found that as users received more email messages in a day they replied to a smaller fraction of them, using shorter replies.



The full eleven (11) page report - *arXiv:1504.00704v1 [cs.SI]* 2 Apr 2015 - can be found here (just in case you are having trouble falling asleep): <https://timedotcom.files.wordpress.com/2015/05/1504.00704v1.pdf>

Service Anniversaries

October through December (5 year increments)

Mary Bailie (Orchard Manor), **25 years** on October 11

Elisabeth Swanson (Orchard Manor), **25 years** on October 22

Linda Gebhard (County Clerk), **25 years** on November 8

Kathleen Schramm (Child Support), **25 years** on December 19

Christopher Johll (Sheriff), **20 years** on December 4

Kristin Schier (Probate), **20 years** on December 11

Jamie Kreul (Health), **20 years** on December 22

Linda Wiest (Orchard Manor), **20 years** on December 22



Chris Eng-Reuter (Orchard Manor), **15 years** on October 30

Nancy Scott (Finance), **15 years** on November 13

Shawn Wood (Highway), **10 years** on November 21

Joslynn Trumm (Orchard Manor), **5 years** on October 24

Shawn Handfelt (Health), **5 years** on October 25

Katie Grinnell (Social Services), **5 years** on November 29

Kenneth McAndrew (Orchard Manor), **5 years** on December 1



***Congratulations on reaching these milestones!
Thank you.***

Retirement Recognition

July 1, 2015 through September 30, 2015

Michael Kratochvill (Orchard Manor), **26 years** (retired July 5th)

Sharon Pagel (Orchard Manor), **34 years** (retired September 30th)

Grant County wishes you a happy and healthy retirement!

Reminder ~~ Contact Dawn at the County Personnel Office at least two months before your retirement date so we can assist you with the process. Thank you!



Dementia Awareness

D A R A W A N D E R I N G L U N H I M E G S S I
 U G N S N M M O L O N I N C A V S A A M T U D E
 S C O D E T E R I O R A T I O N Y G U U O M L W
 O A O S V G U M R T E R A S I N N G A A N A U G
 O S E N E O N I O E A B E T N A D U W O S S U E
 L Y E S O G C A S R E Z C S A O R O A R N R H G
 A D L S E G N A H C Y T I L A N O S R E P T E E
 R T E O A A I E B C O F S T L A M E E M T G R P
 M U N L T E T E L U T N A T A D E G N O S L M U
 R I M N R R S C O L L N F I G M A T E H B N D N
 F C U O S E R I A T A A E U L T G G S T T E Y U
 E T I I A E Y T D I S H R M S U A I S A Y A U S
 N C Y T I L I B A S I D C Y G I R N T T L A E U
 E T A A R U M L N G ' S L Y S D O E Z S A N D A
 C A L R T A I S I L Y R D H R T U N M O Y S C L
 O A R T E R L G D M A I E G I O R J I L N S O B
 I G S N A G E U P E A T M M R A S U P L E S L E
 E A Y E N O I T C N U F E V I T I N G O C V E H
 I A N C L D O V A S E C N S M E G S E G P V G A
 U S E N O M S H E M A U T P T S H R I S L E O V
 S G G O S T D D A R E V I A N A U Z S G G E R I
 V L O C C E M I R E S E A R C H G E L S A E O O
 E H O E U G N I N O I T S E U Q D E T A E P E R
 R E O E E V T Y N C H U E A S T E N C L S M G A

ALZHEIMER'S DISEASE
 AWARENESS
 BRAIN
 CAREGIVERS
 JUDGMENT CHANGES
 COGNITIVE FUNCTION
 CONCENTRATION LOSS
 CONFUSION
 DEMENTIA

DETERIORATION
 DISABILITY
 EARLY STAGE
 FAMILIES
 LATE STAGE
 LOST AT HOME
 MEMORY FAILURE
 PERSONALITY CHANGES
 REPEATED QUESTIONING

RESEARCH
 SENSORY CHALLENGES
 STIGMATIZATION
 SYMPTOMS
 SYNDROME
 UNUSUAL BEHAVIOR
 VASCULAR
 VOCABULARY STRUGGLE
 WANDERING